



# Merry Christmas-



I wish to extend my warmest greeting to all depot employees and their families during this holiday season, and my sincere best wishes for your happiness throughout the coming year.

In reflecting on the past year, I join with each of you in taking pride in the outstanding accomplishments of our depot. I take this opportunity to pass on my deepest appreciation and thanks to all employees for a job well done.

Looking forward to 2005, I hope each and every member of this command will resolve with me to make and keep Tooele Army Depot the Number One depot within the Joint Munitions Command.

I give thanks to God for the many skills and gifts each of you bring to the Tooele Team. Rejoice in your blessings, your family and your friends. You are a citizen of the greatest Nation in the world and you have dedicated your lives to its defense. Take pride in who and what you are.

May God grant to each of you good health, peace and prosperity throughout the holiday season and years to come. For this holy season and throughout the coming year, Terry Thompson, Mara Percola and Kathy Anderson join me in wishing each of you a very Merry Christmas and a Happy New Year.



**LTC Karol L. Ripley**



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## CFC Luncheon beings annual campaign, Oct 19

"It Takes Every 1 of Us" is the theme for the annual Combined Federal Campaign luncheon that was held on October 19, 2004 at the Tooele Army Depot, Eagle's Nest.

The luncheon marked the official start of the campaign, which continued through November 19.

Guest speaker was Roy Olson, from the Huntsman Cancer Institute; musical numbers from Meade Steadman; and Leo Jacobs, Utah CFC Director. Janice Allred, Tooele Army Depot, CFC Coordinator, kicked the luncheon off with a welcoming and introduction of Debbie Winn to sing the National Anthem. TEAD employees, along with other Federal employees (to include the Health Clinic, Industrial Hygiene Agency, and the 62nd EOD stationed at the depot), will be helping thousands of people through their gift of this year's Combined Federal Campaign.

"Many of the CFC agencies are local, so our own friends and neighbors benefit from our help," stated Janice Allred, TEAD CFC Coordinator. "It's rewarding to realize that so many employees on the depot are willing to demonstrate this year's theme, 'Every 1 of Us.'" she stated.

CFC is a once a year charitable fund raising program among federal employees which allows year round support to the agencies of their choice. All contributions are tax deductible, and contributions can be made through payroll deduction. "I know sometimes we might think that we can't afford to give," said Janice, "but really, can we afford not to give? If things are difficult for us, think what it must be like for someone who really needs help. And those situations can happen to any of us. When they do, it's reassuring to know a helping agency will be there to lend a hand when we—or our friends and families—truly need it. In addition, it's a way to make our communities even better places in which to live."

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This issue and previous issues of the *Desert Star* can be viewed on the TEAD web site.



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# Observing standards of conduct for holiday parties

Holiday time is approaching, and many Department of Defense offices hold parties and receptions involving food, drink, and even gifts. When contractor employees, who are not federal personnel (even though they work side-by-side with us) included in these activities adds some new considerations. This guidance addresses these issues.

***The general rule is that federal personnel may not accept gifts from contractors or contractor personnel.***

## **EXEMPTIONS:**

- Federal personnel may accept gifts (other than cash) not exceeding \$20, as long as the total amount of gifts that the personnel accepts from that contractor does not exceed \$50 for the year.
- Federal personnel may accept gifts from a contractor employee that are based on a bona fide personal relationship and such personal gifts are actually paid for by the contractor employee.
- Federal personnel may generally attend a contractor's open-house or receptions, and accept any gift of refreshments if it is a widely-attended gathering, and the employee's supervisor determines that it is in the agency's interest that the employee attends.
- Federal personnel may accept invitations (even from contractor) that are open to the public, all government employees, or all military personnel.
- Federal personnel may accept invitations offered to a group or class that is not related to government employment. (For example, if the building owner where your office is located throws a reception for all of the tenants of the building).

***As a general rule, supervisors may not accept gifts from subordinates or federal personnel who receive less pay.***

## **EXEMPTIONS:**

- During holidays, which occur on an occasional basis, supervisors may accept gifts (other than cash) for \$10 or less from a subordinate.
- Supervisors may accept food and refreshments shared in the office.
- If invited by a subordinate to a social event at the subordinate's residence, supervisors may accept such personal hospitality of the type and value customarily given on such an occasion.
- If a subordinate is invited to a social event at the supervisor's residence, the subordinate may give the supervisor a hospitality gift of the type and value customarily given on such an occasion.
- (There are no legal restrictions on gifts given to peers or subordinates, however, common sense should apply).

Rules applicable to contractor employees:

Many contractors have rules of ethics or business practices that are similar to the Federal rules. Take these rules into consideration before offering contractor employees gifts or opportunities they may not be able to accept.

## **EXAMPLE:**

- Office party (non-duty time). Your office is having a holiday party during the non-duty lunch hour or after work and asks each person attending to pay \$5 to cover refreshments and to bring a pot lunch dish or dessert. Contractor employees may attend, pay \$5, and bring food because these contributions are not considered to be gifts, but a fair share contribution to the refreshments. Remember, contributions must be voluntary, so soliciting must be done with care to ensure there is no pressure. Also, ensure this is non-duty time for the contractor employees as well.
- Office party (duty time). What about a party that cuts into duty hours? The government usually may not reimburse a contractor for its employees' morale and welfare expenses. The contractor has to decide whether to let its employees attend and forego payment for their time, or insist that they continue to work. If contractor employees are allowed to attend, the contractor must also decide whether it would pay its employees for that time, even though it wouldn't be reimbursed by the government.
- Gifts to supervisor: Your office wants to give the office supervisor a gift. However, you can't solicit other employees for contributions to a group gift. (Group gifts are permitted only for special, infrequent events such as retirements). As for contractor employees, you can't ask them to contribute anything, as it is considered soliciting a gift from a prohibited source. Even if contractor employees volunteer to contribute cash, it may not be accepted because the \$20 exception does not apply to cash.
- Exchange of gifts. Your office, including the contractor employee, wants to exchange gifts at the party. If gifts are chosen at random or traded, there are no monetary limits (except common sense) because the purchaser of the gift does not know who will eventually receive it.

Remember that this guidance only highlights common questions and does not cover every situation. If you are unsure, please contact the depot legal office and ethics counselor, Gil Brunson, at ext. 2536.





#### U.S. ARMY MATERIAL COMMAND—NEWS RELEASE -

**FORT BELVOIR, VA.** - General Benjamin S. Griffin assumed command of the U.S. Army Materiel Command, November 5, 2004, in a ceremony at Long Parade Field. Army Chief of Staff Gen. Peter J. Schoomaker hosted the event.

As Griffin assumes command, Gen. Paul J. Kern steps down as AMC commander, having been in the position since October 2001.

Griffin is coming from the Pentagon after serving three years as the Department of the Army Deputy Chief of Staff, G-8. He brings with him a vast amount of operational knowledge and expertise.

Griffin's major duty assignments include: commanding general of the 4th Infantry Division (Mechanized) in Fort Hood, Texas; commanding general of Joint Task Force 6, Fort Bliss, Texas; commander of the 2nd Brigade, 6th Infantry Division in Fort Wainwright, Alaska; commander of the 3rd Battalion, 8th Infantry Regiment, 8th Infantry Division in Germany; and company commander in the 82nd Airborne Division, Fort Bragg, N.C.

In addition, Griffin has received several awards and decorations during his 34 years of service including: the Distinguished Service Medal, the Defense Superior Service Medal, the Legion of Merit (with three Oak Leaf

Clusters), the Meritorious Service Medal (with four Oak Leaf Clusters), the Army Commendation Medal (with an Oak Leaf Cluster), and the Army Achievement Medal (with an Oak Leaf Cluster).

AMC is the Army's premier provider of materiel readiness—technology, acquisition support, materiel development, logistics power projection, and sustainment—to the total force, across the spectrum of joint military operations. Simply stated, if a Soldier shoots it, drives it, flies it, or eats it, AMC has a hand in it.

## Senate confirms Harvey as next Army secretary

**By Robert Burns**  
*Associated Press*

The Senate on Tuesday, November 16, 2004, confirmed defense industry executive Francis J. Harvey as secretary of the Army, the service's top civilian post. The roll call vote on Harvey was 85 to 12.

Separately, the White House withdrew the nomination of Lawrence Di Rita to be assistant secretary of defense for public affairs, to replace Victoria Clarke, who resigned for personal reasons in June 2003. Di Rita's nomination was submitted to the Senate on Nov. 21, 2003, but it was not acted on because of a dispute between Sen. John McCain and the Pentagon over an Air Force leasing deal with Boeing Co.

Pending Senate action on his nomination, Di Rita for the past year has performed the duties of chief spokesman for the Pentagon. He is one of Defense Secretary Donald H. Rumsfeld's closest advisers, and it was not clear whether he intended to remain at

the Pentagon during a second Bush administration.

Di Rita, traveling with Rumsfeld in Ecuador on Tuesday, told reports he wasn't leaving immediately and had no specific plans. He suggested he withdrew his nomination because he did not intend to hold the position over the long term.

Harvey, 59, replaces Thomas White, who was fired by Rumsfeld on May 9, 2003, after a series of disputes over the scope and pace of the Army's force modernization. Since then the Army's No. 2 civilian official, Les Brownlee, has served as the acting Army secretary.

The White House originally nominated James Roche, the Air Force secretary, to replace White, but his nomination was withdrawn last spring after it languished in the Senate for months. Roche has remained as Air Force secretary, although it is widely expected he will not remain for a second term.

Harvey was nominated in September and his confirmation hearing before the Senate Armed Services Committee was held in

October, but a full Senate vote was put off until after the Nov. 2 election.

During a floor debate on the nomination, both Democrats and Republicans praised Brownlee's stewardship during a tumultuous period of the Army, which is stretched thin by the wars in Iraq and Afghanistan.

Brownlee served as the stand-in secretary for more than 550 days—longer than anyone in the history of the Army.

Harvey was lauded by his Republican backers for his credentials in the defense industry.

Harvey earned his doctorate in metallurgy and material sciences from the University of Pennsylvania and his bachelor of science at the University of Notre Dame in Metallurgy engineering and material science.

# Employee's Corner



*LTC Karol Ripley, TEAD commander, presents Mike Wilson with a security shadow box at his farewell ceremony.*

On November 2, 2004, the depot said their farewells to Mike Wilson, Chief, Emergency Services Division, Directorate of Public Works. Mike transferred to a security position at Whiteman Air Force Base, Missouri.

LTC Karol Ripley, presented Mike with a security shadow box and expressed her appreciation to him for everything he has done for the employees at Tooele Army Depot.

He will be greatly missed by all and wish him and his family health and success for the future.

Congratulations to Chris Tillman, Director of Public Works. LTC Karol Ripley, TEAD commander, presented Chris with a certificate of Management Excellence for his major contribution to the cost effectiveness and competitiveness of the Tooele Army Depot. Through his unselfish dedication to duty, attention to detail and vision of the future, Chris was able to substantially reduce the Depot's cost of doing business, reduce overhead operating expenses and significantly improve processes throughout the Depot. Mr. Tillman's cost reduction plan is unequalled in the history of the depot and serves as a template for such plans throughout the Joint Munitions Command. Because of his exceptional personnel sacrifice, effort and enthusiasm for doing what's right and good for the depot, Mr. Tillman is awarded with the unusual training opportunity of attending the top level leadership development course entitled; Franklin Covey's Principle Centered Leadership Week. Attendance and completion of this exceptional off site training program will further develop and enhance Mr. Tillman's already outstanding leadership qualities.



We thank Mr. Tillman for his major contributions to the depot, the Joint Munitions Command, the Army Materiel Command, the Department of the Army and most importantly, our soldiers and civilians that everyday so selflessly give so much. Job well done.

Congratulations to the following Directorate of Ammunition Logistics and Engineering employees for their outstanding support and dedication: Jim Lomax, Della Osterhout, Jeannine Paulos, Sylvia Stapleton, Robert Grover, and Penny Brewer. LTC Ripley presented each employee their certificate for Federal service. Mr. Lonnie McGee was presented with a Certificate for Meritorious Performance of Duty during Operation Iraqi Free-



# AS A REMINDER-

In accordance with the provisions of AR 190-13, paragraph 6-4c, the Commander has declared that Tooele Army Depot is a restricted area. As a result of this declaration, the following provisions of this regulation apply: "Photographing or making notes, drawings, maps, or graphic representations of this area or its activities are prohibited unless specifically authorized by the Commander; any such material found in the possession of unauthorized persons will be confiscated."



All photographing on Tooele Army Depot will be cleared in the following manner:

- Outside of the Ammunition Area you must have written approval by the Director of Public Works, and you must have this authorization with you whenever you have the camera in your possession.
- Inside the Ammunition Area, you must have written approval by the Director of Ammunition, Logistics and Engineering, and you must have this authorization with you whenever you have the camera in your possession.

Personal cameras of any type, including a camera that is part of a cell phone, are prohibited at Tooele Army Depot. The only exception is for the specifically authorized official use of the camera, which must be cleared in writing as addressed in the above paragraph.

If you have any questions or concerns, please contact Bob Callister, Ext. 2580.



## ***Federal Employees Health Benefits Open Season began Nov. 8***

The federal Employees Health Benefits Open Season runs through Dec 13.

Comparison guides may be obtained at OPM's Web site at <http://www.opm.gov/insure/health>. Employees are encouraged to speak to the individual health representatives and obtain individual brochures from them.

Individual insurance brochures can also be obtained at CPAC, Building 1. All new FEHB elections must be made through the Army Benefit Center—Civilian (ABC-C) via the website <https://www.abc.army.mil> or call 1-877-276-9287 toll free

## Events for December

### DAILY

Dec 1—United Nations World AIDS Day. An international day of awareness and education about AIDS.

Dec 5—National Communicate with Your Kids Day. To promote open and ongoing communication between parents and children with a special emphasis on early childhood communication.

Dec 6—Saint Nicholas Day. Saint Nicholas was one of the most venerated saints of both Eastern and Western Christian churches. He lived in what is today's Turkey in the fourth century. He was known for his great charity. Santa Claus and the presentation of gifts are said to derive from Saint Nicholas.

Dec 7—Pearl Harbor Day Anniversary. Dec 7, 1941, at 7:55 a.m., nearly 200 Japanese aircraft attacked Pearl Harbor in Hawaii. The raid left more than 3,000 dead.

It brought the United States into the World War II immediately.

Dec 25—Christian festival commemorating the birth of Jesus of Nazareth.

Dec 26—National Whiner's Day. A day dedicated to whiners, especially those who return Christmas gifts and need lots of attention.

Dec 30—No Interruptions Day. On this day there shall be no interruptions!

Dec 31—New Year's Eve. The last evening of the Gregorian calendar year, traditionally a night for merry making to welcome in the new year.

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